

Labor & Employment

Our Strategy: Prepare, Prevent and Protect

Whether bulletproofing clients against discrimination claims, defeating harassment litigation at summary judgment or drafting and enforcing strategic employment agreements, Winstead attorneys know that the best workplace disputes are those that never occur.

Conflict prevention is a major component of Winstead's multiple-strength Labor & Employment Practice Group.

Minimizing risks when disputes do arise, ensuring regulatory compliance and improving clients' competitive opportunities are our other concerns.

We advocate before administrative law judges and government agencies. Intervene at the earliest stages of litigation. Persuade juries at trial. Counsel and train clients in claim avoidance. Prevail in union negotiations at arbitration.

In discrimination actions and collective wage and hour claims nationwide, we regularly advance protective and decisive resolutions.

Industry strengths include manufacturing, transportation, construction, national retail, healthcare and technology, and our clients range from Fortune 500 to mid-sized companies. Legal departments and HR professionals rely on our 24/7 accessibility, deep experience and ability to not prolong disputes and complicate issues.

Winstead attorneys advise clients on all aspects of employee-employer relationships including:

- Affirmative Action Plans and Compliance
- Americans with Disabilities Act
- C-Suite Level Executive Representation and Related Contract Negotiations
- Discrimination, Harassment and Retaliation
- Disparate Treatment and Disparate Impact Claims
- Employee Handbooks and Employment Policy Drafting and Related Advice
- Employment Agreements and Contracts
- Equal Employment Opportunity Commission
- ERISA
- Family and Medical Leave Act
- Merger and Acquisition Employment Diligence and Related Advice
- National Labor Relations Board
- Office of Federal Contract Compliance Programs
- OSHA Citations
- Restrictive Covenants
- SEC 6 Sarbanes Oxley Whistleblower Retaliation
- Texas Commission on Human Rights Act
- Texas Workforce Commission
- Texas Workforce Commission Unemployment Hearing Defense
- Title VII
- Unfair Labor Practices
- U.S. Department of State Bureau of Consular Affairs
- Wage-Hour Issues and Disputes
- Workers Compensation Retaliation

Snapshot of Labor & Employment Strengths

Clients who are seeking the most aggressive and responsive labor and employment counsel call Winstead in the following areas:

- Counseling and Preventative Law/Training
- Workplace Investigations
- Discrimination and Leave Issues
- Employment Litigation
- Traditional Labor
- Executive Compensation
- Noncompetition and Trade Secrets Litigation
- Employment Privacy
- OSHA and Workplace Disasters
- Wage and Hour Litigation

Next Steps

Regardless of the employment issues facing your business, we have the experience, efficient team approach and proven track record to help you confront and move beyond any employment issues and risks faced by your organization. Clients invite us into their inner circles, trust our guidance, and many of them have considered us their go-to employment counsel for decades. When you're ready for the next tier of labor and employment counsel, contact Winstead.

The Employer Law Resource

The Employer Law Resource provides important news, updates, analyses, and strategies for business leaders and professionals who manage legal matters involving labor, employment, and benefits issues. The Employer Law Resource serves as a business tool for officers, directors, in-house counsel, human resources leaders and other personnel management professionals who need to stay informed on complex issues impacting their workforces. [Learn more.](#)